

Commander, FIRST Naval Construction Division Manpower Briefing

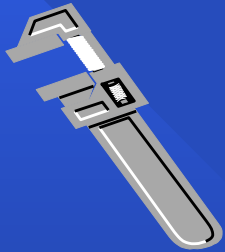
Presented by:

1 NCD N12

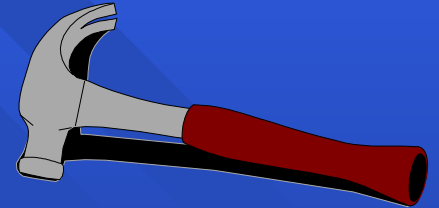
Presentation Manpower Disclaimer:

“The following presentation is considered hazardous to your health. Do not operate a motor vehicle or operate dangerous equipment while viewing this presentation. Many have been known to fall into a deep unrecoverable coma when exposed to moderate amounts of information of this type. No liability is assumed by the facilitator...”

WHAT'S THE DIFFERENCE BETWEEN

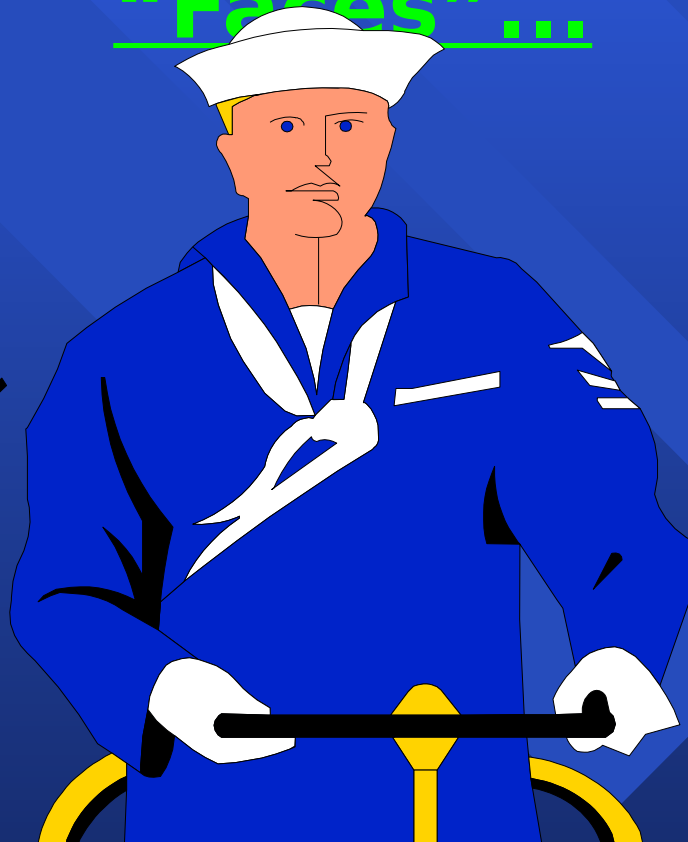
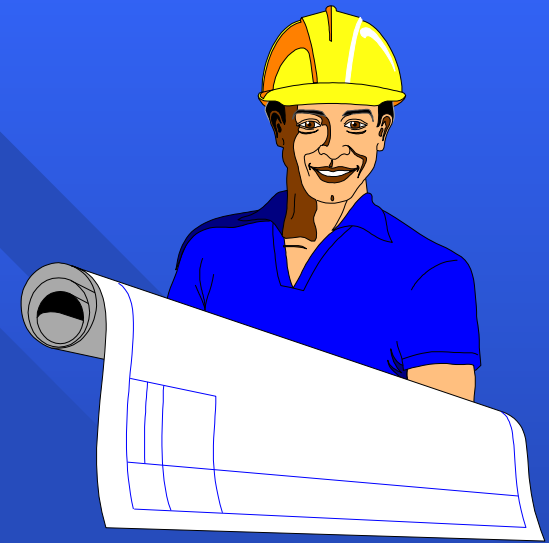
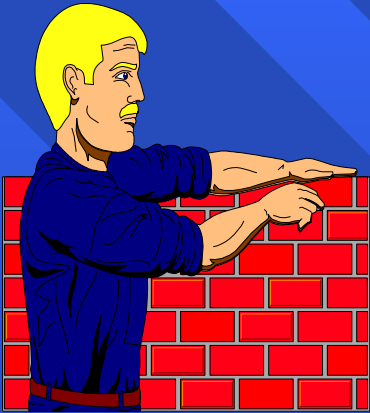


Manning & Manpower ?

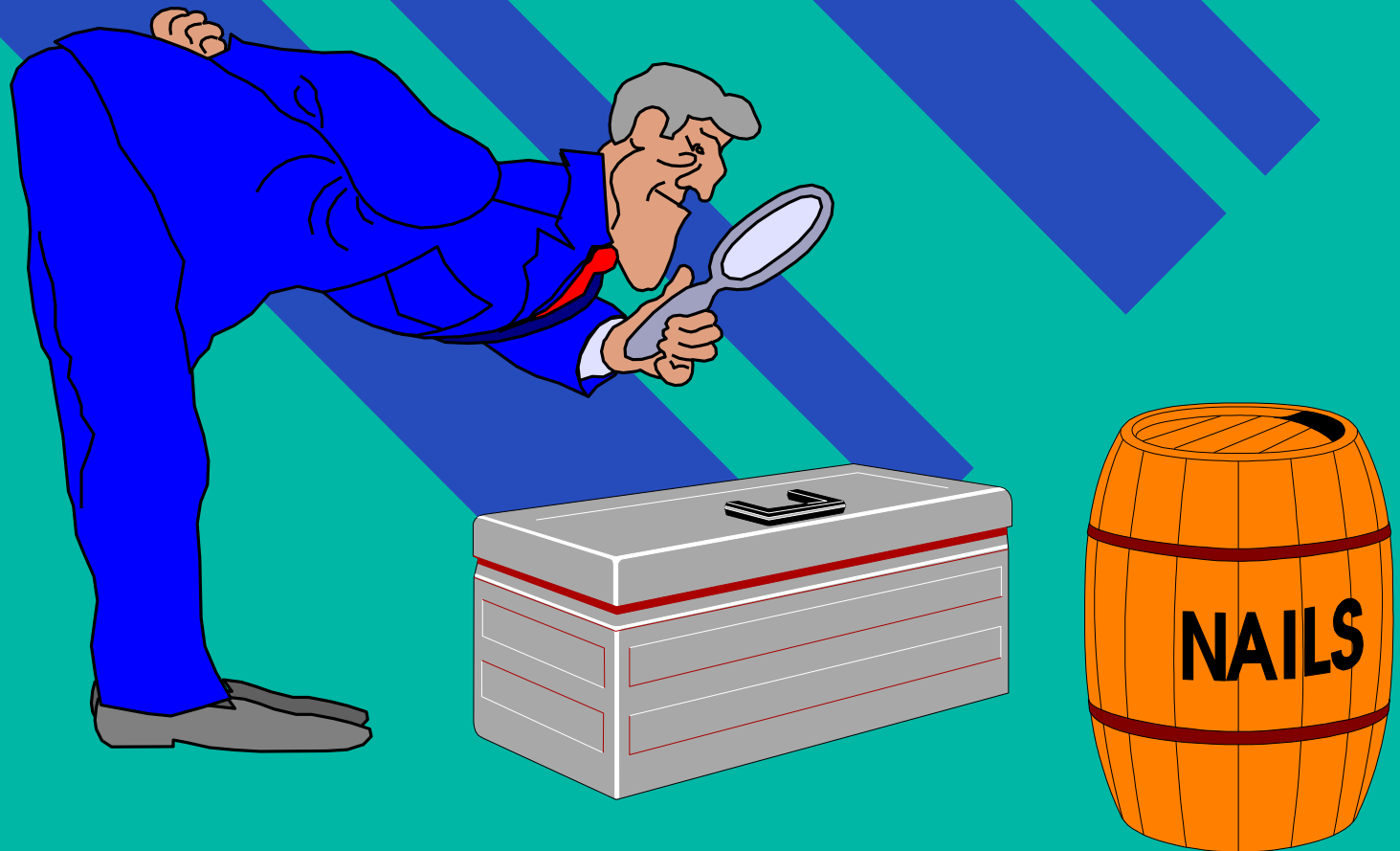


Although often confused,
both
represent two completely
different aspects of the world
of Manpower...

Remember that
“Manning”
means the
“Faces”...



While “Manpower”
refers to the
“Spaces”...



1 NCD/NCR

- **MANPOWER ISSUES SHOULD BE SENT TO 1 NCD
VIA THE NCR**

1 NCD N1

N1 LCDR D. CARR

N12 PNC KROLL, MS. B. BOESCH

- **MANNING ISSUES (ASSIGNMENT & DISTRIBUTION)
SHOULD BE HANDLED BY THE NCR R1 AND NC**
- **RECOMMEND A “HEADS UP” CALL TO EPMAC SO THEY**

**Requirements determination,
programming, personnel planning,
and distribution are important
functions we must accomplish if we
are to have the right person in the
right place doing the right job at
the right time. Before a space can
be filled with a face, many
functions must be sequentially
accomplished.**

Total Force Manpower

Management System

(TFMMS)

“TFMMS”

Total Force Manpower Management System

- The authoritative source for Navy activity information, billet requirements and authorizations, and manpower end strength.
- TFMMS provides a means of preparing, reporting and monitoring military billets and civilian positions, and to assist in integrated manpower planning and programming.

TFMMS

- Provides Activity Manpower Documents (AMD's) and Fleet Manpower Documents (FMD's)
- Provides an on-line source of current manpower data to Resource Sponsors, Manpower Claimants, Sub-manpower Claimants and others.

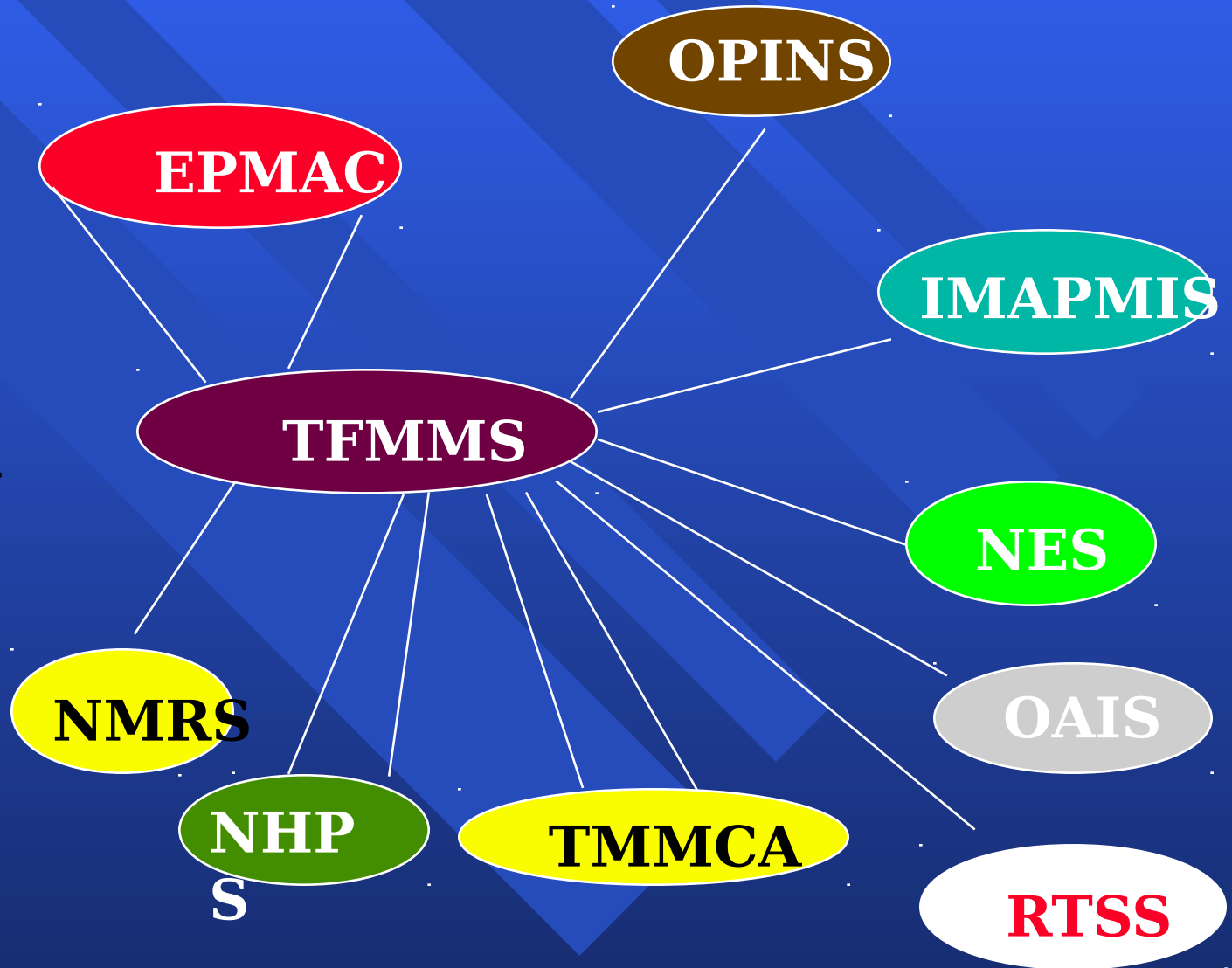
TFMMS

- Tracks all manpower resources (Requirements, Authorizations and Future Year Defense Programming (FYDP)).
- Provides a baseline between requirements and authorizations.

TFMMS

- Ensures the balance between FYDP (also called “end strength” and a units authorizations.
- Provides a mechanism to store and retrieve manpower resource data by specific manpower type (officer, enlisted or civilian personnel).

TFMMS SYSTEM DATA FLOW



Requirements

- Are the number of human resources required, specified by quality and skill (I.e Rate/Rank, NEC's), to produce a specific amount of work, based on workload forecasts, standard time and the efficient utilization of labor to accomplish a command's Mission, Function and Task.

Authorizations

- A billet for which funding has been provided (manpower space) and for which the quality has been authorized by CNO as a requirement to perform the billet functions. Authorized billets are identified by the Manpower Resource Code (MRC) assigned on the AMD.



Activity Manpower Document (AMD):

The qualitative and quantitative expression of manpower requirements/authorizations for a naval activity.

Fleet Manpower Document (FMD):

Issued by DCNO (M&P) (N1), displays in detail qualitative and quantitative manpower requirements of a sea duty activity or a sea duty activity with shore duty component(s) which are operationally dependent upon one another and the rationale for determination of manpower requirements Requirements are predicated upon a ROC/POE statement under a POE, specified operating profile, computed workload and

Shore Manpower Requirements Determination Program (SMRDP):

A process that implements effective and efficient operations with minimal resource consumption. The ER process reviews and assesses workload in terms of the activity's missions, functions and tasks; objectively reviews and determines the equipment, processes, and skills necessary for the activity to efficiently and effectively discharge those missions, functions and tasks; determines the number and defines the mix of military, civilian, and contractor manpower required; and implements a

Activity Manpower Document
BSC Range 00000 to 99999

| Activity Code | Activity Name | UIC | Claimant | SMC | Home Port | Geographic Location | SUI | S/S | MCA | Dsk | Predom | AGSAG | Packet Number | Date |
|---------------|----------------------------|-------|------------|-----|-----------|---------------------|-----|-----|-----|-----|--------|-------|---------------|--------|
| 2501000516 | SECOND NCB DET GULFPORT | 35554 | CINCLANTFL | 17 | | MS, GULFPORT | 0 | 1 | L | CI | 4 | 1C6C | 178073 | 990609 |

| BIN | Billet Title | Effective | | Mob | | RFC | P | R | M | Language | Officer | | | | Enlisted | | | Civilian | | | |
|---------|-----------------------|-----------|-----|-----|-----|-------|-----|----|----|----------|---------|------|------|-------|----------|------|-----|----------|-----|----------|-----|
| | | Bgn | End | Bgn | End | | | | | | Desig | NOBC | | SubSp | Rate | NEC | | Py | Occ | Py | |
| | | | | | | | | | | | Grade | Pri | Sec | Pri | Sec | Abbr | Pri | Sec | Pl | Srs | Gr |
| BSC | | RSpn | | | | AGSAG | MRC | MT | AC | FAC | | AQD | | | | | | | | | P H |
| | | | | | | | | | | | | Pri | Sec | | | | | | | | S S |
| 0072782 | EQUIPMENT BRANCH | | | | | | | | | H | | | | | | | | | | | |
| 00100 | | | | | | | | | | | | | | | | | | | | | |
| 0072783 | OIC SHORE ACTY/EQUIP | 01 | 12 | 955 | | 1 | F | B | | | 5100I | 9420 | 4315 | | | | | | | | |
| 00200 | | | | | | | | | | | 5100I | 960 | ACN | | | | | | | | |
| 1092078 | SECRETARY | 01 | 12 | 955 | | 1 | F | | | | | | | | | | | | GS | 00318 05 | |
| 00300 | | | | | | | | | | | | | | | | | | | GS | 00318 05 | F 1 |
| 0072784 | AOIC SHORE ACTY/ASST | 01 | 12 | 955 | | 1 | F | B | | | 6530J | 4315 | | | | | | | | | |
| 00400 | EQUIP | | | | | | | | | | | 960 | | | | | | | | | |
| 0072785 | AOIC SHORE ACTY/ASST | 01 | 12 | 955 | | 0 | F | B | | | 6530J | 4315 | | | | | | | | | |
| 00405 | EQUIP | | | | | | | | | | | | | | | | | | | | |
| 0072786 | MATERIAL BRANCH | | | | | | | | | H | | | | | | | | | | | |
| 00490 | | | | | | | | | | | | | | | | | | | | | |
| 0575243 | EQUIPMENT SUPV | 01 | 12 | 955 | | 1 | F | B | | | | | | | | EQCM | | | | | |
| 00500 | | | | | | | | | | | | | | | | EQCM | | | | | |
| 0575248 | EQUIP FIELD INSPECTOR | 01 | 12 | 955 | | 0 | F | B | | | | | | | | CMC | | | | | |
| 00530 | | | | | | | | | | | | | | | | CMC | | | | | |
| 0575249 | EQUIP FIELD INSPECTOR | 01 | 12 | 955 | | 0 | F | B | | | | | | | | CMC | | | | | |
| 00540 | | | | | | | | | | | | | | | | CMC | | | | | |
| 0575252 | EQUIP FIELD INSPECTOR | 01 | 12 | 955 | | 0 | F | B | | | | | | | | EOC | | | | | |
| 00550 | | | | | | | | | | | | | | | | EOC | | | | | |
| 0575253 | SHIPPING/RECEIVING | 01 | 12 | 955 | | 0 | F | B | | | | | | | | EO1 | | | | | |
| 00600 | COORD | | | | | | | | | | | | | | | EO1 | | | | | |
| 0575245 | EQUIP OPS SUPV | 01 | 12 | 955 | | 1 | F | B | | | | | | | | EOCS | | | | | |
| 00700 | | | | | | | | | | | | | | | | EOCS | | | | | |

Activity Manpower Document
BSC Range 00000 to 99999

| | | | | | | | | | | | | | | |
|---------------|----------------------------|-------|------------|-----|-----------|---------------------|-----|-----|-----|-----|--------|-------|--------|--------|
| Activity Code | Activity Name | UIC | Claimant | SMC | Home Port | Geographic Location | SUI | S/S | MCA | Dsk | Predom | AGSAG | Packet | Date |
| 2501000516 | SECOND NCB DET GULFPORT | 35554 | CINCLANTFL | 17 | | MS, GULFPORT | 0 | 1 | L | C1 | 4 | 1C6C | 176073 | 990809 |

Enlisted Organization Summary by MRC

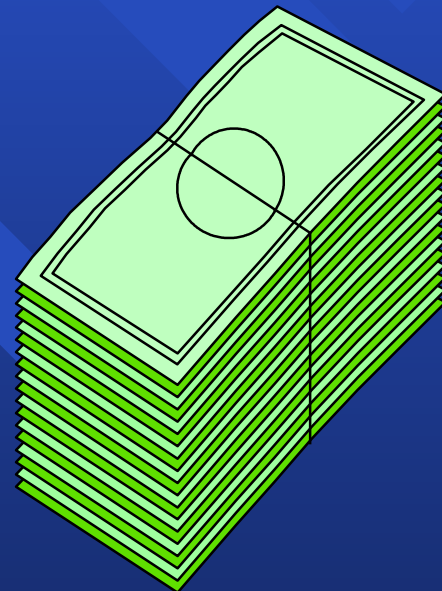
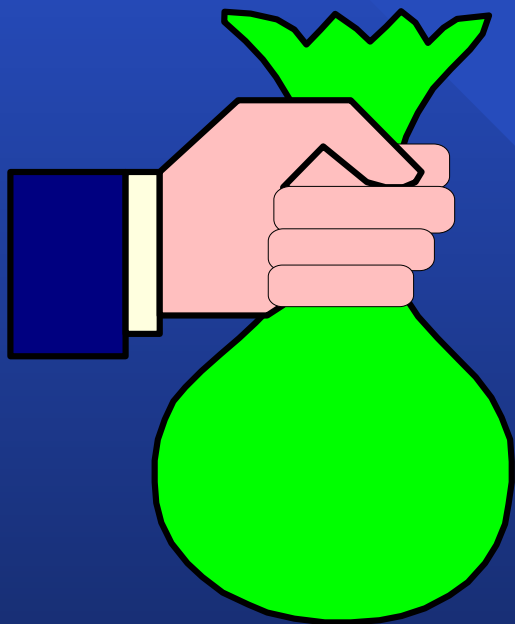
| Rate Abbr | PNEC | SNEC | Curr PR | Requirements | | | | | | | Current Mobilization | | | | | Curr SR | MRC |
|--------------|------|------|------------|----------------|-----|-----|-----|-----|-----|-----|----------------------|-----|-----|-----|------|------------|-----|
| | | | | CFY | FY1 | FY2 | FY3 | FY4 | FY5 | FY6 | M+1 | M+2 | M+3 | M+6 | M+12 | | |
| | | | | Authorizations | | | | | | | | | | | | | |
| | | | | CFY | FY1 | FY2 | FY3 | FY4 | FY5 | FY6 | | | | | | | |
| EO Totals | | | 3 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 8 | 8 | 8 | 8 | 6 | |
| | | | | 9 | 9 | 9 | 9 | 9 | 9 | 9 | | | | | | | |
| EQCM | | | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 0 | AD |
| | | | | 1 | 1 | 1 | 1 | 1 | 1 | 1 | | | | | | | |
| AD Totals | | | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 0 | |
| | | | | 1 | 1 | 1 | 1 | 1 | 1 | 1 | | | | | | | |
| EQCM | | | 0 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | RA |
| | | | | 2 | 2 | 2 | 2 | 2 | 2 | 2 | | | | | | | |
| RA Totals | | | 0 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | |
| | | | | 2 | 2 | 2 | 2 | 2 | 2 | 2 | | | | | | | |
| EQ Totals | | | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | |
| | | | | 3 | 3 | 3 | 3 | 3 | 3 | 3 | | | | | | | |
| SK3 | | | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 0 | RT |
| | | | | 1 | 1 | 1 | 1 | 1 | 1 | 1 | | | | | | | |
| RT Totals | | | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 0 | |
| | | | | 1 | 1 | 1 | 1 | 1 | 1 | 1 | | | | | | | |
| SK Totals | | | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 0 | |
| | | | | 1 | 1 | 1 | 1 | 1 | 1 | 1 | | | | | | | |
| YN2 | | | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | RA |
| | | | | 1 | 1 | 1 | 1 | 1 | 1 | 1 | | | | | | | |
| RA Totals | | | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | |
| | | | | 1 | 1 | 1 | 1 | 1 | 1 | 1 | | | | | | | |
| YN Totals | | | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | |
| | | | | 1 | 1 | 1 | 1 | 1 | 1 | 1 | | | | | | | |

Activity Manpower Document
BSC Range 00000 to 99999

| Activity Code | Activity Name | UIC | Claimant | SMC | Home Port | Geographic Location | SUI | S/S | MCA | Dsk | Predom RSph | AGSAG | Packet Number | Date |
|---------------|----------------------------|-------|------------|-----|-----------|---------------------|-----|-----|-----|-----|----------------|-------|------------------|--------|
| 2501000516 | SECOND NCB DET GULFPORT | 35554 | CINCLANTFL | 17 | | MS, GULFPORT | 0 | 1 | L | C1 | 4 | 1C6C | 178073 | 990609 |

Officer Organization Summary

| Desig Grade | Curr PR | Requirements | | | | | | | | Current Mobilization | | | | | Curr SR | Curr BA |
|----------------|------------|--------------|-----|-----|-----|-----|-----|-----|-----|----------------------|-----|-----|------|----------------|------------|------------|
| | | CFY | FY1 | FY2 | FY3 | FY4 | FY5 | FY6 | M+1 | M+2 | M+3 | M+6 | M+12 | | | |
| | | | | | | | | | | | | | | Authorizations | | |
| | | CFY | FY1 | FY2 | FY3 | FY4 | FY5 | FY6 | | | | | | | | |
| 5100I | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 0 | |
| | | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | |
| 5100 Totals | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 0 | |
| | | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | |
| 6530J | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 0 | 0 | |
| | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 6530 Totals | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 0 | 0 | |
| | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Officer Totals | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 0 | 1 | |
| | | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | |



(Typical Resource Sponsor)

- Resource Sponsors - OPNAV officials who are responsible for aggregation of resources for programs that constitute inputs to warfare and supporting tasks. The span of responsibility includes interrelated program's or parts of programs located in several mission areas.



FYDP/END STRENGTH

- Future Year Defense Program (FYDP): Is the maintenance of quantity totals compared to budgeted end strength at an activity (\$).
- End-strength: The number of authorized Naval personnel serving with an activity at the end of a reporting cycle (30 September).
- Manpower Authorizations: The qualitative and quantitative expression of funded manpower requirements authorized for an activity by the CNO.

OPNAVINST 1000.16J

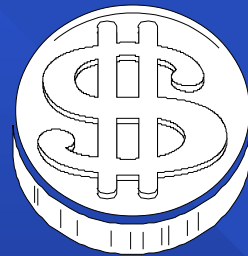
- Provides policy, procedures for managing total force manpower resources for the Department of the Navy's Wartime and Peacetime Manpower Demands.



NMRS
REQUIREMENTS

USER
REQUIREMENTS

TFMMS
REQUIREMENTS
(BINS)



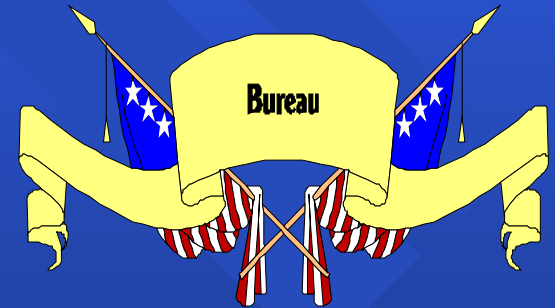
CONGRESS

DOLLAR
S

TFMMS
FYDP

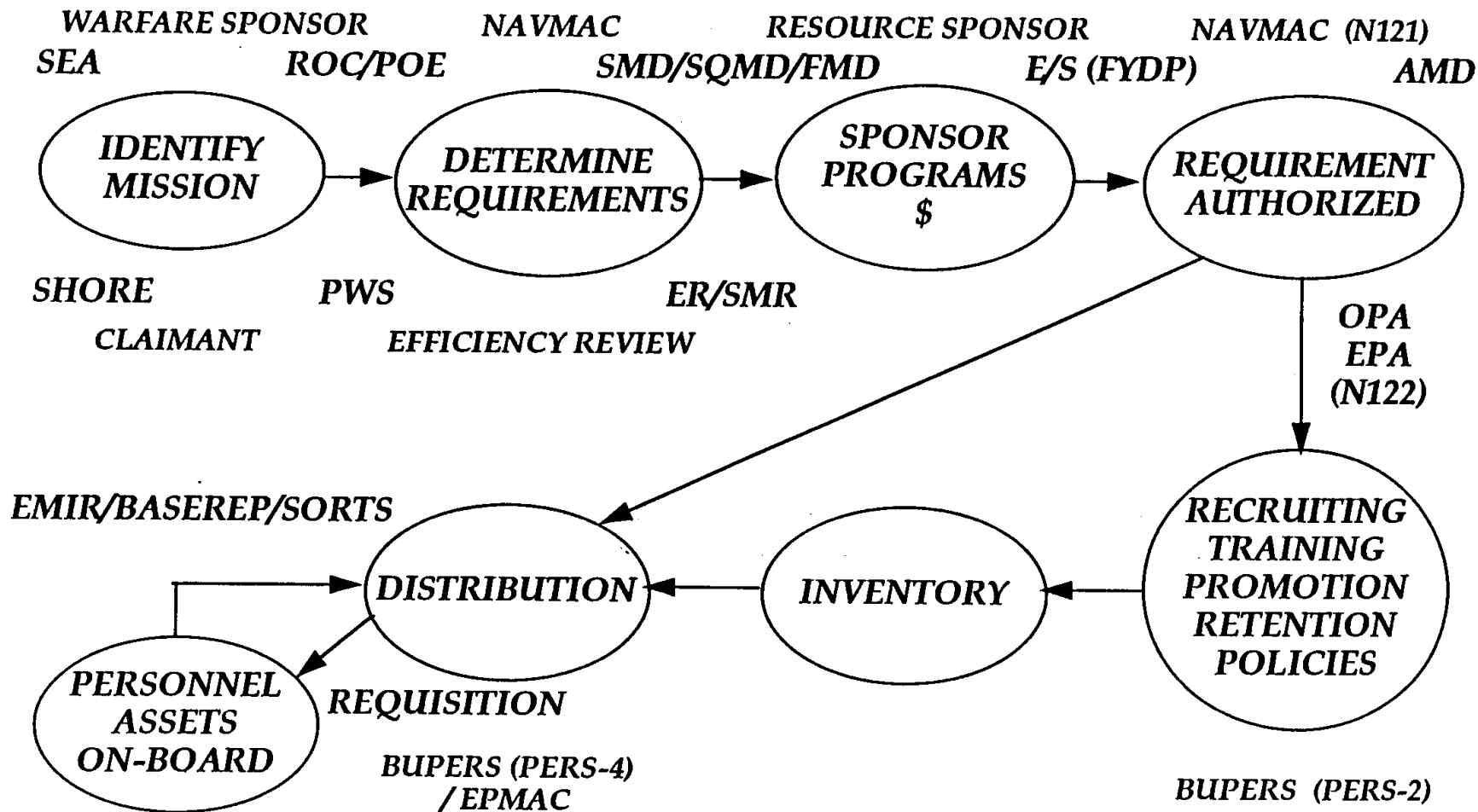
TFMMS
AUTHORIZATION
(BIN)

PEOPLE

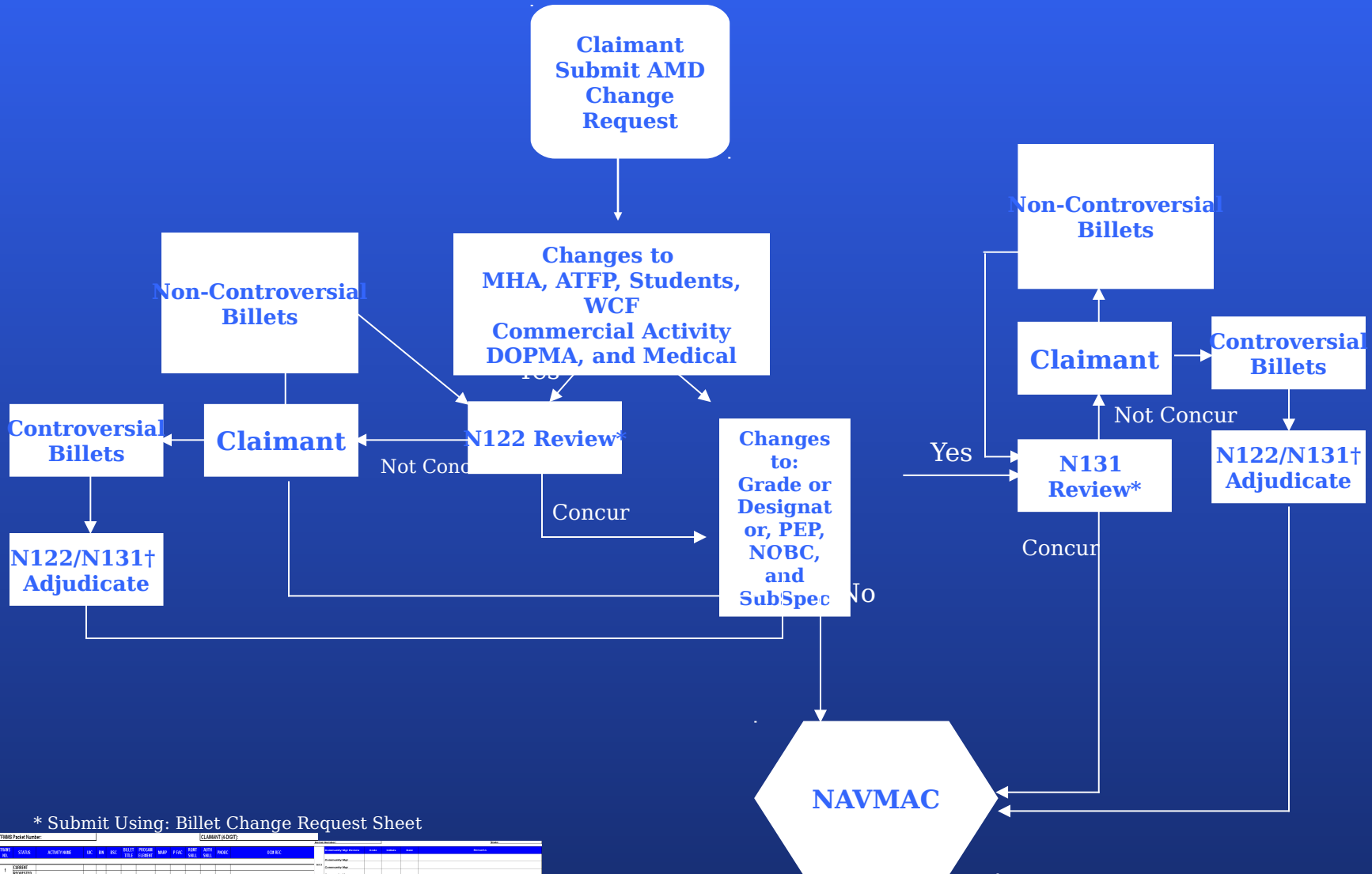




NAVY MANPOWER PROCESS



Officer AMD Changes That Affect N122/N1

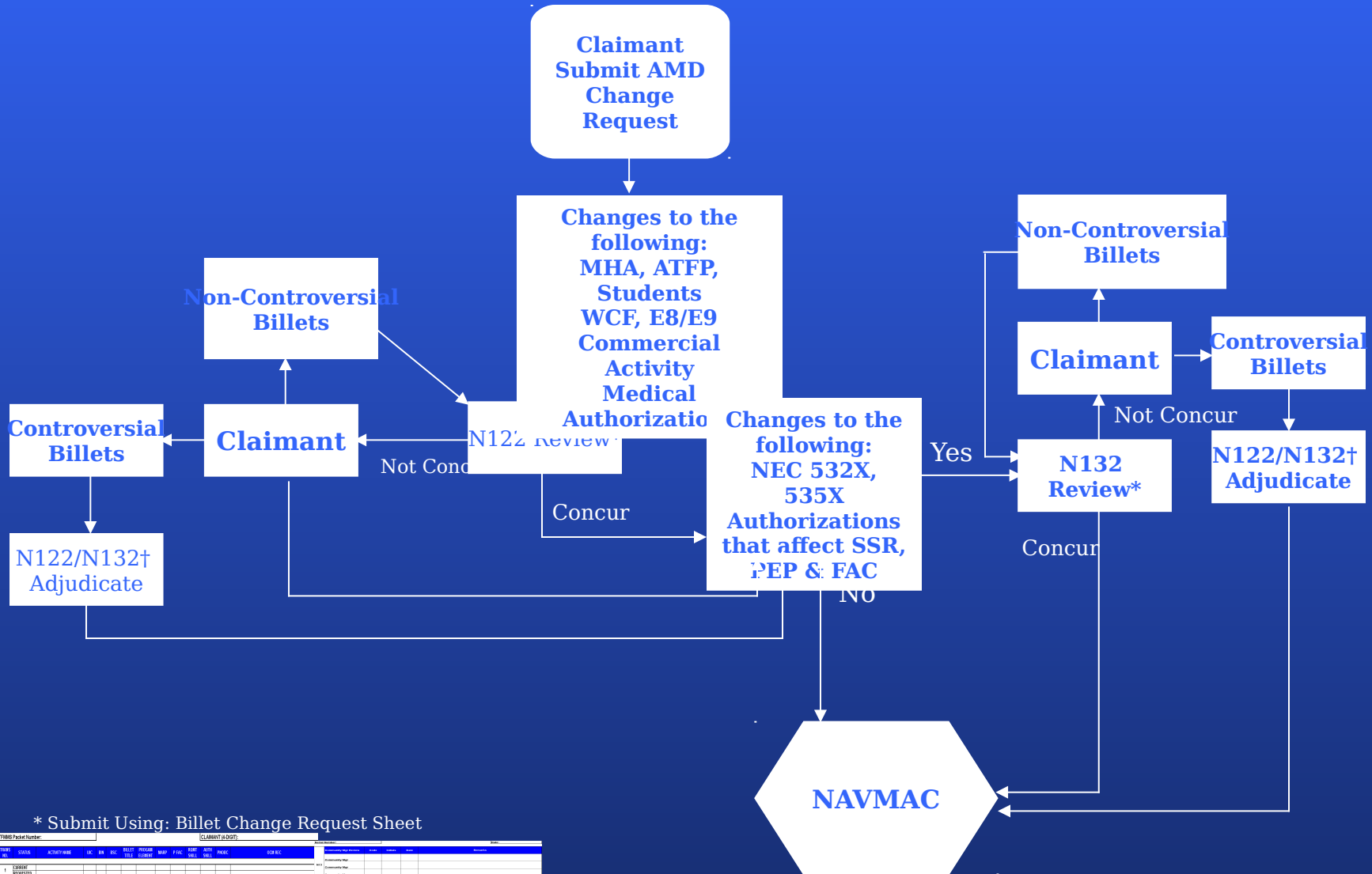


*** Submit Using: Billet Change Request Sheet**

| T10900 Post Number | | | | | | | | | | | | | CLARAVANT (6/20/2017) | | | | Date | |
|--------------------|---------|---------------|----|----|-----|--------|------|------|------|------|------|------|-----------------------|----------|-------|-------|-------|----------|
| TRF# | STATUS | ACTIVITY NAME | LC | BS | BS1 | PRELIM | POST | MSRP | F100 | POST | PREL | POST | DOB REC | Comments | Order | Order | Order | Quantity |
| 1 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 2 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 3 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 4 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 5 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 6 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 7 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 8 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 9 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 10 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 11 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 12 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 13 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 14 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 15 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 16 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 17 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 18 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 19 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 20 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 21 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 22 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 23 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 24 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 25 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 26 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 27 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 28 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 29 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 30 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 31 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 32 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 33 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| 34 | EXPENSE | EXPENSE | | | | | | | | | | | | EXPENSE | | | | |
| | | | | | | | | | | | | | | | | | | |

† If agreement cannot be reached, N12 will review and make final decision

Enlisted AMD Changes That Affect N122/N



*** Submit Using: Billet Change Request Sheet**

| TIERED Part Number | | | | | | | | | | | | CLAIMANT (LDSGT) | | | | DATE | | | |
|--------------------|---------|---------------|----|----|-----|--------|------|------|------|------|---------|------------------|---------|------|------|------|--|--|--|
| TRPA | STATUS | ACTIVITY NAME | LC | SC | BSL | REMARK | PROB | FREQ | PRIO | PRAC | DOB DLT | CLAIMANT | DATE | DATE | DATE | DATE | | | |
| 1 | UNKNOWN | UNKNOWN | | | | | | | | | | UNKNOWN | UNKNOWN | | | | | | |
| 2 | UNKNOWN | UNKNOWN | | | | | | | | | | UNKNOWN | UNKNOWN | | | | | | |
| 3 | UNKNOWN | UNKNOWN | | | | | | | | | | UNKNOWN | UNKNOWN | | | | | | |
| 4 | UNKNOWN | UNKNOWN | | | | | | | | | | UNKNOWN | UNKNOWN | | | | | | |
| 5 | UNKNOWN | UNKNOWN | | | | | | | | | | UNKNOWN | UNKNOWN | | | | | | |
| 6 | UNKNOWN | UNKNOWN | | | | | | | | | | UNKNOWN | UNKNOWN | | | | | | |

† If agreement cannot be reached, N12 will review and make final decision

THE MANPOWER
PRAYER

LORD, GRANT ME THE
SERENITY
TO ACCEPT THE FUNDING CUTS
I
CANNOT AVOID...
THE COURAGE TO CHANGE THE
MANPOWER
DOCUMENTS I CAN...
AND THE WISDOM TO KNOW
THAT NOT EVERYBODY'S
GOING TO LIKE WHAT YOU TELL
THEM OR BE HAPPY WITH

Sea Warrior

- Transform current segregated manpower, personnel and training processes into an effective Human Resource Strategy with the Sailor at the center
- Billets will be positions
- Positions will be filled using KSATS (knowledge, skills, abilities and tools)
- Sailors will be detailed by KSATS vice Rate/NEC via an online task survey
- KSATS are being currently studied, goal for all Rates is Mid 2004

HR management system will be web based therefore available via

- **Using Navy Knowledge Online (NKO) for military.**

Warrior, scheduled for

Battle Force Requirements (RQMT)



- Initiative to transfer the current M+1 to RQMT
- RQMT number will be a new version of the M+1 using BA
- Draft SORTS manual changes M+1 to RQMT